

Davis Technical College

Employment At-Will

Effective 29 May 2025

1. Purpose

To outline the Davis Technical College (College) policy of at-will employment and state exceptions to that policy.

2. References

- 2.1. Utah System of Higher Education Policy and Procedures R831, Minimum Requirements for Non-Faculty Staff Employee Grievance Policy
- 2.2. Utah System of Higher Education Policy and Procedures R841, Minimum Requirements for Disciplinary Sanctions of Staff Personnel Policy
- 2.3. Davis Technical College Employment Grievances Policy.
- 2.4. Davis Technical College Disciplinary Sanctions of Personnel Policy.

3. Policy

3.1. At-will Employment- Davis Technical College is an at-will employer. This means that either the College or the employee may terminate employment at any time, with or without notice, with or without cause. With the exceptions provided as outlined in section 3.2. of this policy, this at-will relationship exists regardless of any other written statements or policies or any other College documents or any verbal statement to the contrary. The College's policies and procedures in no way create any contract, implied or otherwise. Nor do they create any employment rights for its employees.

3.1.1. Employees who are at-will include the following: temporary employees, part-time employees, full-time employees, and Executives as outlined in the College Employee Definitions Policy, with the exception of section 3.2.1 of this policy.

3.2. Exceptions to Employment At-will – Certain exceptions to Employment at-will exist as outlined below:

3.2.1. In rare circumstances, the President of the College may determine to create an employment contract with an individual employee. Employment terms, conditions, including the term of employment, must be contained within the written employment contract. No implied contract will be considered an exception under this policy.

3.2.2. The College President's employment is governed as outlined in Utah Code 52b-2a-107.

3.3. The College may not terminate an employee for any reason(s) prohibited by law.

Approvals and Notes

Board Approval: 29 May 2025

Expanded President's Council Approval: 12 May 2025

President's Council Approval: 5 August 2024

Board Approval: 7 August 2024